

UNCLASSIFIED

AD NUMBER
AD863615
NEW LIMITATION CHANGE
TO Approved for public release, distribution unlimited
FROM Distribution authorized to U.S. Gov't. agencies and their contractors; Administrative/Operational Use; OCT 1969. Other requests shall be referred to Naval Personnel Research and Development Lab., Washington, DC 20390.
AUTHORITY
USNPRDL ltr, 15 Oct 1971

THIS PAGE IS UNCLASSIFIED

HLC 28

Library

19N
AD 4863615

NAVAL PERSONNEL RESEARCH & DEVELOPMENT LABORATORY

WASHINGTON, D.C. 20390

WSR 70-2

October 1969

RECEIVED
NAVAL PERSONNEL RESEARCH & DEVELOPMENT
BOX 600 NEW LONDON, CT 06340
GROTON, CONNECTICUT 06340

AN APPRAISAL OF THE ASSOCIATE DEGREE COMPLETION PROGRAM BY ITS GRADUATES

20050718055

AN ACTIVITY OF THE BUREAU OF NAVAL PERSONNEL

THIS DOCUMENT IS SUBJECT TO SPECIAL EXPORT CONTROLS AND EACH TRANSMITTAL TO FOREIGN GOVERNMENTS OR FOREIGN NATIONALS MAY BE MADE ONLY WITH PRIOR APPROVAL OF THE NAVAL PERSONNEL RESEARCH AND DEVELOPMENT LABORATORY.

NOTE: THE CONTENTS OF THIS PUBLICATION DO NOT NECESSARILY
REPRESENT THE OFFICIAL POSITION OR POLICY OF THE DEPARTMENT
OF THE NAVY.

AD

WSR 70-2

October 1969

AN APPRAISAL OF THE
ASSOCIATE DEGREE COMPLETION PROGRAM
BY ITS GRADUATES

(T. I. No. 574036901)

by

T. W. Muldrow

THIS DOCUMENT IS SUBJECT TO SPECIAL EXPORT
CONTROLS AND EACH TRANSMITTAL TO FOREIGN
GOVERNMENTS OR FOREIGN NATIONALS MAY BE
MADE ONLY WITH PRIOR APPROVAL OF THE NAVAL
PERSONNEL RESEARCH AND DEVELOPMENT LABORATORY.

Motivational and Survey Research Division
Naval Personnel Research and Development Laboratory
Washington, D. C. 20390

AN ACTIVITY OF THE BUREAU OF NAVAL PERSONNEL

FOREWORD

SUBMITTED BY

E. P. SOMER

Director, Motivational and Survey Research Division

APPROVED

R. E. McCOY
Commander, U. S. Navy
Commanding Officer

E. M. RAMRAS
Technical Director

SUMMARY

Purpose

The objective of this survey was to obtain data on the attitudes, opinions and experiences of the first group of graduates of ADCOP six months after they returned to the fleet. Specifically, the aim was to determine how these graduates felt their participation in this program had affected their:

- (1) attitudes toward the Navy in general,
- (2) aspirations,
- (3) opportunities in the Navy, and
- (4) on-the-job performance.

Background

In the Fall of 1966 the Navy instituted a pilot program (the Associate Degree Completion Program - ADCOP) designed to send qualified career oriented enlisted personnel to a junior college full time, at Navy expense, for completion of an Associate of Arts/Science degree. Thus far there have been four inputs into the program: 75 petty officers were assigned to ADCOP in Fall 1966; 75 in Fall 1967; 60 entered the program in September 1968, and another 60 in December 1968/January 1969.

In order to aid in the evaluation of the career motivation value of this program and to justify its further expansion, the Enlisted Personnel Division (Pers-B2), Bureau of Naval Personnel, requested that a series of three questionnaires be administered to each man in each input group. They are to be administered: (1) at entry into the program (Entry Questionnaire), (2) upon graduation (Graduation Questionnaire), and (3) six months after graduation (Post Questionnaire). The Command is also requested to complete a confidential evaluation of each graduate six months after he reports to his first duty station (Commanding Officer Questionnaire).

Approach

In June 1968 a structured survey questionnaire (Post Questionnaire) was developed and administered to the first group of ADCOP graduates who had returned to the fleet. Each of these graduates (N=41) was from the first input group which entered the program in the Fall of 1966. All of the surveyed participants completed and returned their questionnaires.

Findings and Conclusion

Graduates of the first ADCOP class performed quite well in their junior colleges. Six in ten finished in the upper 25% of their respective classes.

About half of the graduates felt their attitudes toward the Navy were more favorable now than before participating in ADCOP. Rank and education aspirations increased appreciably for the ADCOP graduates. Approximately three fourths of the applicants indicated they would like to attain Warrant or Commissioned Officer status and more than eight in ten hope to complete a bachelor's degree either in or out of the Navy.

Respondents perceive their ADCOP training as being advantageous in the following areas:

- communication skills,
- advancement potential,
- prestige at work and among family and social acquaintances,
- adaptability,
- leadership, and
- job performance.

Most of the graduates felt they had received no preferential treatment in their present duty assignment. However, they expressed the opinion that more was and should be expected of them because of participation in the program.

Eight in ten of the graduates expressed the feeling that ADCOP should be closed to the Third Class Petty Officer since as a group they are considered to be non-career oriented and would be inclined to leave the Navy to complete their college education.

It appears that ADCOP is a valuable tool for increasing technical proficiency and developing management skills of career oriented Petty Officers. Effective management is dependent upon effective communication, and the majority of the graduates perceived the greatest benefit of ADCOP schooling to be in the area of improved communication skills.

REPORT USE AND EVALUATION

Feedback from consumers is a vital element in improving products so that they better respond to specific needs. To assist the Chief of Naval Personnel in future planning, it is requested that the use and evaluation form on the reverse of this page be completed and returned. The page is preaddressed and franked; fold in thirds, seal with tape, and mail.

Postage and Fees Paid
Navy Department

Official Business

Chief of Naval Personnel (Pers-A3)
Department of the Navy
Washington, D. C. 20370

Report Title & No.: An Appraisal of the Associate Degree Completion
 Program by Its Graduates WSR 70-2

1. Evaluation of Report. Please check appropriate column.

FACTORS	RATING			COMMENTS
	LOW	AVE	HIGH	
Usefulness of Data				
Timeliness				
Completeness				
Technical Accuracy				
Validity of Recommendations				
Presentation & Style				
Other				

2. Use of Report. Please fill in answers as appropriate.

- a. What are your main uses for the material contained in the report?

- b. What changes would you recommend in report format to make it more useful?

- c. What types of research would be most useful to you for the Chief of Naval Personnel to conduct?

- d. Do you wish to remain on our distribution list?

- e. Please make any general comments you feel would be helpful to us in planning our research program.

NAME: _____ CODE: _____
 ORGANIZATION: _____
 ADDRESS: _____

TABLE OF CONTENTS

	Page
Foreword	ii
Summary	iii
Use and Evaluation Form	v
List of Tables	ix
 I. INTRODUCTION	 1
A. Purpose	1
B. Background	1
 II. APPROACH	 3
A. Development and Description of Questionnaire ..	3
B. Collection of Data	3
C. Description and Characteristics of Population .	3
 III. FINDINGS AND DISCUSSION	 5
A. Graduates' Attitudes Toward the Navy	5
B. Rank and Academic Aspirations	5
C. Perceived Navy Benefits Because of Participation in ADCOP	6
D. Effect of ADCOP on Job Performance	6
E. Respondents' Opinions Toward Eligibility Requirements for Participation in ADCOP	6
F. Ranking of Areas Perceived as Benefits of ADCOP Participation	7
G. Cost of Living and Housing Facilities in ADCOP School Locations	7
H. Interest of Non-Participants in ADCOP	7
 IV. CONCLUSION	 9
 References	 11
 APPENDIX A - Copy of Survey Questionnaire	 13
APPENDIX B - Supporting Tables	15
 Distribution List	 29

LIST OF TABLES

	Page
1. Distribution of Respondents by Pay Grade	4
2. Percentage Distribution of Responses to Post Questionnaire	17

INTRODUCTION

A. Purpose

This survey was conducted to determine how Associate Degree Completion Program (ADCOP) graduates felt their participation in this program had affected their:

- (1) attitudes toward the Navy in general,
- (2) aspirations,
- (3) opportunities in the Navy, and
- (4) on-the-job performance six months after they returned to the fleet.

B. Background

The Associate Degree Completion Program (ADCOP) was instituted in the Fall of 1966 in order to offer highly motivated career petty officers the opportunity to pursue a course of instruction in a junior college, which would lead to an Associate of Arts/Science degree in various vocational-technical fields. Students are required to pursue a field of study which is closely related to their rating and which would serve to improve proficiency in that rating.

Thus far there have been four inputs into the programs: 75 petty officers were assigned to ADCOP in Fall 1966; 75 in Fall 1967; 60 men entered this program in September 1968; and 60 entered in December 1968/January 1969.

The Enlisted Personnel Division (Pers-B2), Bureau of Naval Personnel requested that a program of studies, utilizing a series of questionnaires, be conducted in order to assist them in their evaluation of ADCOP. These questionnaires are to be administered at three specific times: (1) upon entry into the program (Entry Questionnaire); (2) at time of graduation (Graduation Questionnaire); and (3) six months after graduation (Post Questionnaire). Concurrently with the Post Questionnaire, the supervisor is requested to provide a confidential evaluation of each participant (Commanding Officer Questionnaire).

In October 1967, the first Entry Questionnaire was administered to each of those students currently enrolled in the four participating junior colleges. These students were members of the first (Fall, 1966) and second (Fall, 1967) input groups. The findings of this survey were published in December 1967. (1)

The first Graduation Questionnaire was administered in January 1968 to the 41 men who comprised ADCOP's first graduating class. Each of these men entered ADCOP in Fall 1966. Results of this survey were published in June 1968. (2)

ADCOP's second graduating class was composed of 36 enlisted men and one enlisted WAVE. (Twenty-six of these students were from the first input group, and 11 were from the second.) This group of graduates was surveyed in May 1968 and the findings published in September 1968. (3)

Reported herein are the findings of the Post Questionnaire which was administered to ADCOP's first group of graduating participants six months after they had returned to the fleet.

APPROACH

A. Development and Description of Questionnaire

The Post Questionnaire was developed following a review of the findings of the Entry and Graduation Questionnaires, and discussions with representatives of the Enlisted Personnel Division (Pers-B2).

This questionnaire contained 50 multiple choice questions and an open-end question. Thirteen questions dealt with service and personal background, four with career motivation, 13 with education and career incentives, and 20 with attitudes about the program. The open-end question solicited changes in the respondent's life which he felt might be partially or wholly attributed to his participation in ADCOP.

B. Collection of Data

In early June 1968, the Post Questionnaires were mailed directly to each of the 41 men who graduated from ADCOP in January 1968. Follow-up questionnaires were mailed during the first week of July to those men from whom responses had not been received.

The reported data are based upon the responses to the Post Questionnaire of 100% of these ADCOP graduates.

C. Description and Characteristics of Population

Twenty-one of the respondents attended Palomar College, San Marcos, California, and 20 attended Mt. San Antonio College, Walnut, California.

When the Post Questionnaire was administered, 63% of these graduates had been on active duty with the Navy since 1 July 1957.

More than 50%:

- were on their third or later enlistment, and
- had from nine to thirteen years of Active Federal Military Service (AFMS).

The median age of these ADCOP participants was 28, and 78% were married.

The distribution of pay grade at the time of administration of the Post Questionnaire is presented in Table 1. Examination of the table shows that the majority of the respondents were E-6s (44%) or E-7s (39%).

TABLE 1
DISTRIBUTION OF RESPONDENTS BY PAY GRADE
(N=41)

Pay Grade	Number	Percent
E-5	1	3%
E-6	18	44
E-7	16	39
E-8	3	7
E-9	0	0
WO	3	7
Total	41	100%

FINDINGS AND DISCUSSION

The majority of these graduates felt their formal Navy schooling was helpful in preparation for ADCOP. Seventeen percent indicated their formal Navy schooling before ADCOP was of little value.

These graduates performed quite well in their junior colleges. Thirty-two (78%) graduated in the upper half of their class. Nine of the graduates (22%) either did not know their class standing or did not respond to the question.

In general, the ADCOP graduates encountered no difficulty in adjusting to military life after having been full-time college students. Thirty-six (88%) indicated they made the readjustment easily.

A. Graduates' Attitudes Toward the Navy

Thirty (74%) of the graduates reported they were either "very satisfied" or "satisfied" at present with Navy life in general. Only one man expressed dissatisfaction, while nine men (22%) indicated neutral attitudes and one man did not respond to this question. In response to the question, "Has your attitude toward Navy life in general changed since you completed ADCOP?", 19 of the graduates (46%) felt their attitudes are more favorable now than before they attended ADCOP. For 14 of them (34%) there was no change in attitudes, while seven men (17%) reported their attitudes were less favorable now than before enrolling in the program.

Respondents were relatively highly career motivated with regard to present Navy career plans. Twenty-eight (68%) indicated they plan to remain on active duty until eligible for retirement, two men plan to reenlist or extend at least one or more times, and six of them were undecided about their career plans. Twenty-six (63%) of the graduates reported "Occupational/Educational considerations" was the statement which best described the reason for their Navy career decision.

B. Rank and Academic Aspirations

When asked if successful completion of ADCOP had increased their rank aspirations, 25 (61%) of the respondents reported that their experience in the program had caused them to increase their rank aspirations. They were also asked, "What is the highest grade you would like to attain while on active duty?" Thirty-one (76%) would like to attain Warrant or Commissioned Officer status, and the remaining 10 graduates (24%) are desirous of becoming Chief, Senior Chief, or Master Chief Petty Officer before leaving active duty in the Navy.

Thirty-four (83%) of the respondents indicated their academic aspirations had risen since completion of ADCOP. Thirty-five (85%) hope to complete at least a bachelor's degree either in or out of the Navy. In regard to the level of education they hope to complete while in the Navy, aspirations were also high. Ten of the graduates (24%) would like to go further than two years of college, but not necessarily complete requirements for a bachelor's degree, 13 (32%) would like to complete requirements for a bachelor's degree, and 15 (37%) hope to complete graduate work beyond a bachelor's degree before leaving active duty in the Navy. Two of the ADCOP graduates are planning to go no further than their ADCOP education, and one man was undecided about the amount of education he planned to complete while on active duty.

C. Perceived Navy Benefits Because of Participation in ADCOP

The majority of the respondents felt attending ADCOP would have an advantageous effect on advancement potential compared to not having participated in the program. Only one graduate indicated completion of ADCOP would be a disadvantage. Furthermore, 25 (61%) of the respondents felt their AA/AS degree would have a beneficial effect in their selection for Warrant or Limited Duty Officer program.

Of those expressing an opinion 31 (84%) did not feel that they had received preference in being selected for their present duty assignment because of attendance at ADCOP.

D. Effect of ADCOP on Job Performance

Questions were included which enabled the respondents to indicate the expectations by others and by themselves of a higher standard of job performance as a result of their ADCOP participation. Of those graduates expressing an opinion, 21 (78%) felt that a higher standard of performance on the job was expected of them because they had received an associate degree; 27 (75%) felt that a higher standard of performance on the job should be expected of them because of having completed this level of education.

Over half of these former students felt their ADCOP education was effective in improving their leadership ability and technical performance on the job.

E. Respondents' Opinions Toward Eligibility Requirements for Participation in ADCOP

Because this is a pilot program, the graduates were asked their opinions of offering ADCOP to Third Class Petty Officers and closing it to E-8s and E-9s; 34 (83%) felt that ADCOP should not be offered to Third Class Petty Officers and should not be closed to E-8s and E-9s. The general feeling was that there are enough programs, other than ADCOP, already available to lower rated petty officers; and that programs of this nature (ADCOP) should be reserved for senior rated personnel who have

demonstrated their ability to advance. Furthermore, it is believed that if lower rated petty officers were offered the opportunity to participate in ADCOP, the benefits to the Navy from this program would be lessened since these petty officers as a group are not career oriented and would be inclined to leave the Navy in order to complete their education. In addition, Senior and Master Chief Petty Officers are assigned billets of greater responsibility and need the type of training ADCOP offers in order to perform their jobs more efficiently.

The men were also asked what they felt the minimum and maximum ages for ADCOP entrants should be. The suggested minimum ages ranged from 20 to 28 years with the majority 23 (56%) indicating they felt the minimum age should be 25 years. The range of suggested maximum ages was from 32 years to "no limit", with the majority 27 (67%) suggesting age 40.

F. Ranking of Areas Perceived as Benefits of ADCOP Participation

The men were asked to indicate how their ADCOP education had affected them personally in areas related to their job, social and family life. They perceived ADCOP as benefiting them in all areas with the greatest benefit to be in the area of communication skills. Each of the areas are listed below in order of the degree of benefit perceived (Very beneficial and beneficial combined).

Communication Skills	(100%)
Prestige at Work	(88%)
Adaptability	(85%)
Leadership Ability	(80%)
Prestige Among Family and Social Acquaintances	(76%)
Technical Performance on the Job	(68%)

G. Cost of Living and Housing Facilities in ADCOP School Locations

Although the majority of the graduates reported that the cost of living in the area of their ADCOP school was more expensive than that found at their duty station just prior to ADCOP, 33 (80%) considered the housing facilities as either "very adequate", or "adequate".

H. Interest of Non-Participants in ADCOP

After returning to the fleet, 26 of the graduates (63%) found that many of their shipmates wanted information about the program. Another 14 (35%) reported that a few of their shipmates had been inquisitive about ADCOP. Only one graduate (2%) indicated that there had been no interest in the program among his shipmates. There was also interest in the program among supervisors. Thirty-two of the graduates (78%) reported that their supervisors asked them for information about ADCOP.

(THIS PAGE IS BLANK)

CONCLUSION

The opinions expressed by recent ADCOP graduates indicate that this program is beneficial to the Navy and to the participants.

These graduates expressed the feeling that ADCOP was most valuable to them in improving their communication skills. They also felt that their experiences in the program provided them with more awareness of the outside world and broadened their horizons.

Academic and rank aspirations increased as a result of experiences in ADCOP. In fact, 31 (76%) would like to attain Warrant or Commissioned Officer status while on active duty.

In regard to the performance of their job, the graduates expressed the opinion that more was and should be expected of them because of participation in the program.

It appears that ADCOP results in increased proficiency and improved skills of career oriented petty officers.

(THIS PAGE IS BLANK)

REFERENCES

1. Ware, S. B., Motivational Effects of the Associate Degree Completion Program - Report 1, Washington, D. C.: Naval Personnel Program Support Activity, Personnel Surveys Division, December 1967. (WRR 68-8)
2. Ware, S. B., Motivational Effects of the Associate Degree Completion Program - Report 2, Washington, D. C.; Naval Personnel Program Support Activity, Personnel Surveys Division, June 1968. (WRR 68-19)
3. Muldrow, T. W., Motivational Effects of the Associate Degree Completion Program - Report 3, Washington, D. C: Naval Personnel Program Support Activity, Personnel Surveys Division, September 1968. (WSR 69-1)

(THIS PAGE IS BLANK)

APPENDIX A

Copy of Survey Questionnaire

(THIS PAGE IS BLANK)

ASSOCIATE DEGREE COMPLETION PROGRAM

SURVEY NO. 3A

NAVY

SPECIAL SURVEY

THIS IS ONE OF A SERIES OF SURVEYS WHICH IS BEING CONDUCTED DURING AND AFTER YOUR PARTICIPATION IN THE ASSOCIATE DEGREE COMPLETION PROGRAM (ADCOP). THESE SURVEYS WILL BE USED TO AID IN AN EVALUATION OF ADCOP, WHICH WILL HELP THE NAVY TO IMPROVE THE PROGRAM FOR THOSE WHO FOLLOW YOU.

IT IS REQUESTED THAT YOU ENTER YOUR NAME AND SERVICE NUMBER ON YOUR QUESTIONNAIRE: YOUR RESPONSES WILL NEVER BECOME A PART OF YOUR PERSONNEL FILE OR ANY RECORD USED FOR ASSIGNMENT OR PROMOTION PURPOSES. THE QUESTIONNAIRE WILL BE TREATED AS A CONFIDENTIAL DOCUMENT AND USED ONLY FOR COMPARATIVE EVALUATION.

YOUR COOPERATION IN COMPLETING THIS QUESTIONNAIRE AS FULLY AND ACCURATELY AS POSSIBLE WILL BE APPRECIATED. WHEN YOU HAVE COMPLETED THE QUESTIONNAIRE, REVIEW YOUR ANSWERS TO INSURE THAT ALL QUESTIONS WERE ANSWERED. PLEASE RETURN THE COMPLETED QUESTIONNAIRE WITHIN SEVEN (7) DAYS OF RECEIPT IN THE ENCLOSED ENVELOPE.

BUREAU OF NAVAL PERSONNEL

ASSOCIATE DEGREE COMPLETION PROGRAM
SURVEY NUMBER 3A

INSTRUCTIONS:

Read each question carefully and select the answer(s) that best applies to you. PRINT CLEARLY the letter(s) for your answer when box(es) are provided (questions 21-28, 29-34) in the margin. For all other questions, circle the letter preceding the response most appropriate for you.

Col.
1-1-10

Name _____
Last Name First M.I.

Service Number _____

Name and Address of Command: _____

1. From which ADCOP School did you graduate? (Circle appropriate letter).
 - A. Mt. San Antonio College
 - B. Palomar College
 - C. Pensacola Junior College
 - D. Wentworth Institute
2. What is your present paygrade?
 - A. E-5 Petty Officer, Second Class
 - B. E-6 Petty Officer, First Class
 - C. E-7 Chief Petty Officer
 - D. E-8 Senior Chief Petty Officer
 - E. E-9 Master Chief Petty Officer
 - F. WO-1 Warrant Officer

3. What is your present rating? Look at the list of ratings below and circle the appropriate 2-letter abbreviation. If Warrant Officer, write in WO.

AB	CM	GM	PR
AC	CS	HA	PT
AD	CT	HM	QM
AE	CU	HN	RD
AF	CY*	IC	RM
AG	DA	IM	SD
AK	DC	JO	SE
AM	DK	LY	SH
AO	DM	ML	SK
AQ	DN	MM	SM
AS	DP	MN	SP
AT	DS	MR	ST
AV	DT	MT	SW
AX	EA	MU	TA
AZ	EM	OM	TD
BM	EN	PC	TM
BR	EO	PH	TN
BT	EQ	PI	UT
BU	ET	PM	YN
CE	FT	PN	

*CY = CYN

4. When was your initial entry on active duty with the Navy?

- A. Since 30 June 1963
- B. 1 July 1962 - 30 June 1963
- C. 1 July 1961 - 30 June 1962
- D. 1 July 1960 - 30 June 1961
- E. 1 July 1959 - 30 June 1960
- F. 1 July 1958 - 30 June 1959
- H. 1 July 1957 - 30 June 1958
- I. 1 July 1956 - 30 June 1957
- J. 1 July 1955 - 30 June 1956
- K. 1 July 1954 - 30 June 1955
- L. 1 July 1953 - 30 June 1954
- M. Before 1 July 1953

5. How much ACTIVE FEDERAL MILITARY SERVICE, creditable for retirement, have you completed?

- A. Less than 5 years
- B. 5 but less than 6 years
- C. 6 but less than 7 years
- D. 7 but less than 8 years
- E. 8 but less than 9 years
- F. 9 but less than 10 years
- H. 10 but less than 11 years
- I. 11 but less than 12 years
- J. 12 but less than 13 years
- K. 13 but less than 14 years
- L. 14 years or more

6. How many enlistments (including drafts and recalls) have you served in all branches of military service?

I HAVE SERVED ONLY IN THE NAVY AND AM ON MY

- A. Second enlistment
- B. Third enlistment
- C. Fourth (or later) enlistment

I HAVE SERVED IN ANOTHER U.S. SERVICE, ARMY, AIR FORCE, ETC., AND AM ON MY

- D. Second Navy enlistment
- E. Third (or later) Navy enlistment

7. How old were you on your last birthday?

- A. Less than 25 years
- B. 25 years
- C. 26 years
- D. 27 years
- E. 28 years
- F. 29 years
- H. 30 years
- I. 31 years
- J. 32 years
- K. 33 years
- L. 34 years
- M. 35 years
- N. 36 years
- O. 37 years
- R. 38 years
- S. 39 years
- T. 40 years
- V. 41 years
- W. 42 years or older

8. What is your current marital status?
- A. Single (never married)
 - B. Single (widowed, divorced, etc.)
 - C. Married
9. How many dependents do you have? (Dependents include all members of your family who receive more than half of their support from you).
- A. None
 - B. One
 - C. Two
 - D. Three
 - E. Four
 - F. Five
 - H. Six or more
10. What are your Navy career plans now?
- A. I plan to remain on active duty until eligible for retirement
 - B. I plan to reenlist or extend at least one or more times
 - C. I am undecided about my career plans
 - D. I plan to leave when I complete my current service obligation (or extension)
11. Which of the following statements best describes the reason for your Navy career decision?
- A. Personal treatment you have received in the Navy
 - B. Personal treatment you expect or anticipate receiving in the Navy
 - C. Conditions of naval service you have experienced
 - D. Conditions of naval service you expect or anticipate receiving
 - E. Occupational/educational considerations
 - F. Personal and/or family considerations
12. What are your feelings toward Navy life in general?
- A. Very satisfied
 - B. Satisfied
 - C. About 50-50
 - D. Dissatisfied
 - E. Very Dissatisfied
13. Has your attitude toward Navy life in general changed since you completed ADCOP?
- A. My attitude is much more favorable
 - B. My attitude is slightly more favorable
 - C. My attitude has not changed
 - D. My attitude is slightly less favorable
 - E. My attitude is much less favorable

14. When did you begin classes under ADCOP?
- A. Fall, 1966
 - B. Fall, 1967
15. When did you complete ADCOP?
- A. January 1968
 - B. June 1968
16. What was your class standing (This is your entire class; not just ADCOP peers) when you graduated from junior college?
- A. Upper 10%
 - B. Upper 25%
 - C. Upper 50%
 - D. Lower 50%
 - E. Don't know
17. How helpful was your formal Navy schooling (A, B, and C schools) in preparation for ADCOP?
- A. I received no formal Navy training prior to attending junior college
 - B. It was very helpful in that it was directly related to the AA/AS course of study
 - C. It was helpful although it was not directly related to my AA/AS course of study
 - D. It was of little value
18. Have your academic aspirations risen since completion of ADCOP?
- A. Yes
 - B. No
19. What is the highest level of education you hope to complete, either in or out of the Navy?
- A. Two years of college with associate degree/certificate
 - B. More than two years of college, but not complete B.A. (or equivalent)
 - C. College degree (B.S., B.A., or equivalent)
 - D. Graduate work beyond a bachelor's degree
 - E. Master's degree
 - F. Graduate work beyond a master's degree
 - H. Professional degree (Medical, Law, etc.)
 - I. Doctoral degree
 - J. Undecided

20. What is the highest level of education you hope to complete while in the Navy?

- A. Two years of college, with associate degree/certificate
- B. More than two years of college, but not complete B.A. (or equivalent)
- C. College degree (B.S., B.A., or equivalent)
- D. Graduate work beyond a bachelor's degree
- E. Master's degree
- F. Undecided

DESCRIBE YOUR PARTICIPATION IN EACH OF THE EDUCATIONAL ASSISTANCE PROGRAMS LISTED BELOW. PLACE AN "X" IN EACH BOX THAT APPLIES. IF BOX IS NOT APPROPRIATE, LEAVE BLANK.

<u>Enrolled in the Past</u>	<u>Presently Enrolled</u>	<u>Plan to Enroll</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	21. USAFI High School Level Correspondence Course
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	22. USAFI College Level Correspondence Course
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	23. USAFI Foreign Language Correspondence Course
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	24. V. A. Cold War G.I. Bill
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	25. Tuition Aid Courses
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	26. Group Study Education Program (on base)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	27. Program for Afloat College Education (PACE), formerly Polaris University
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	28. Other if applicable (Please Specify)

INDICATE THE EFFECTIVENESS OF YOUR ADCOP EDUCATION IN THE AREAS LISTED BELOW. PLACE AN "X" IN THE BOX THAT BEST APPLIES.

<u>Very</u> <u>Beneficial</u>	<u>Beneficial</u>	<u>Of Little</u> <u>Value</u>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	29. Technical Performance on Job
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	30. Leadership Ability
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	31. Adaptability (ability to get along and work with others)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	32. Prestige Among Family and Social Acquaintances
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	33. Prestige at Work (among superiors and fellow workers)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	34. Communication Skills (reading, writing, and/or speaking)

35. Did you have difficulty readjusting to military life after having been a full-time student?

A. I made the adjustment easily
B. I made the adjustment slowly
C. I haven't completely made the adjustment

36. In general, how did the cost of living at your ADCOP school compare with the cost of living at your most recent shore duty station prior to ADCOP?

A. More expensive
B. About the same
C. Less expensive

37. What is your opinion of the housing facilities in the area where you attended ADCOP school?

A. Very adequate
B. Adequate
C. Inadequate
D. Very inadequate

38. The minimum and maximum age limits for ADCOP entrants are presently 25 and 40 respectively. What do you think the age limits should be?

Minimum Age _____

Maximum Age _____

39. Do you think ADCOP should be offered to 3rd Class Petty Officers?

A. Yes

B. No

Please explain your answer _____

40. Do you think ADCOP should be closed to E8's and E9's?

A. Yes

B. No

Please explain your answer _____

41. Has ADCOP affected your anticipated normal Sea/Shore rotation?

A. Yes

B. No

Explain _____

42. Do you think a higher standard of performance on the job is expected of you because you have an Associate Degree?

A. Yes

B. No

C. Don't know

43. Do you believe a higher standard of performance on the job should be expected of you because you have an Associate Degree?

A. Yes

B. No

C. No opinion

44. Since you have been in this command, how many of your shipmates have asked you for information about ADCOP?
- A. None
 - B. A few
 - C. Many
45. Have any of your superiors asked you about ADCOP since you have been in this command?
- A. Yes
 - B. No
46. Do you think you received preference on this duty assignment because of ADCOP?
- A. Yes
 - B. No
 - C. Don't know
47. What effect do you think your attending ADCOP will have on your advancement potential compared to if you had not gone to ADCOP?
- A. Will be a great advantage
 - B. Will be a slight advantage
 - C. No effect
 - D. Will be a slight disadvantage
 - E. Will be a great disadvantage
 - F. Don't know
48. What effect do you think your AA/AS degree will have on your selection for Warrant or Limited Duty Officer?
- A. I have already been selected for Warrant or Limited Duty Officer Programs
 - B. I am not interested in participating in Warrant or Limited Duty Officer Programs
 - C. It will be beneficial
 - D. It will not have an effect on my chances for selection
 - E. It will be a disadvantage
49. Has successful completion of ADCOP increased your rank aspirations?
- A. Yes
 - B. No

50. What is the highest grade you would like to attain while on active duty?

- A. Petty Officer, Second Class
- B. Petty Officer, First Class
- C. Chief Petty Officer
- D. Senior Chief Petty Officer
- E. Master Chief Petty Officer
- F. Warrant Officer
- H. Commissioned Officer

51. Please comment on any changes in your life (associations, activities, or perceptions, not already mentioned in this questionnaire) which you feel might be partially or wholly attributed to your participation in ADCOP.

The space below is provided for any additional comments you may wish to make concerning the program.

Please review all questions. Completed questionnaires to be mailed directly to:

Naval Personnel Program Support Activity
Personnel Surveys Division
Washington Navy Yard
Washington, D.C. 20390

THANK YOU FOR YOUR COOPERATION

APPENDIX B

Supporting Tables

(THIS PAGE IS BLANK)

TABLE 2

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q 1. From which ADCOP School did you graduate? (Circle appropriate letter.)

Total
100%

- 49 A. Mt. San Antonio College
- 51 B. Palomar College
- C. Pensacola Junior College
- D. Wentworth Institute

Q 2. What is your present pay grade?

Total
100%

- 3 A. E-5 Petty Officer, second class
- 44 B. E-6 Petty Officer, first class
- 39 C. E-7 Chief Petty Officer
- 7 D. E-8 Senior Chief Petty Officer
- E. E-9 Master Chief Petty Officer
- 7 F. WO-1 Warrant Officer

Q 3. When was your initial entry on active duty with the Navy?

Total
100%

- A. Since 30 June 1963
- 12 B. 1 July 1962 - 30 June 1963
- 10 C. 1 July 1961 - 30 June 1962
- 10 D. 1 July 1960 - 30 June 1961
- 12 E. 1 July 1959 - 30 June 1960
- 7 F. 1 July 1958 - 30 June 1959
- 12 H. 1 July 1957 - 30 June 1958
- 12 I. 1 July 1956 - 30 June 1957
- 12 J. 1 July 1955 - 30 June 1956
- 5 K. 1 July 1954 - 30 June 1955
- 5 L. 1 July 1953 - 30 June 1954
- 3 M. Before 1 July 1953

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q 4. How much ACTIVE FEDERAL MILITARY SERVICE, creditable for retirement, have you completed?

Total
100%

- A. Less than 5 years
- 12 B. 5 but less than 6 years
- 10 C. 6 but less than 7 years
- 7 D. 7 but less than 8 years
- 10 E. 8 but less than 9 years
- 12 F. 9 but less than 10 years
- 17 H. 10 but less than 11 years
- 12 I. 11 but less than 12 years
- 10 J. 12 but less than 13 years
- 5 K. 13 but less than 14 years
- 5 L. 14 years or more

Q 5. How many enlistments (including drafts and recalls) have you served in all branches of military service?

Total
100%

I HAVE SERVED ONLY IN THE NAVY AND AM ON MY

- 39 A. Second enlistment
- 57 B. Third enlistment
- 2 C. Fourth (or later) enlistment

I HAVE SERVED IN ANOTHER U. S. SERVICE, ARMY, AIR FORCE,
ETC. AND AM ON MY

- D. Second Navy enlistment
- 2 E. Third (or later) Navy enlistment

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q 6. How old were you on your last birthday?

Total
100%

20	A.	Less than 25 years
10	B.	25 years
10	C.	26 years
7	D.	27 years
7	E.	28 years
15	F.	29 years
12	H.	30 years
10	I.	31 years
2	J.	32 years
5	K.	33 years
--	L.	34 years
2	M.	35 years
--	N.	36 years
--	O.	37 years
--	R.	38 years
--	S.	39 years
--	T.	40 years
--	V.	41 years
--	W.	42 years or older

Q 7. What is your current marital status?

Total
100%

20	A.	Single (never married)
--	B.	Single (widowed, divorced, etc.)
78	C.	Married
2	D.	No response

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q 8. How many dependents do you have? (Dependents include all members of your family who receive more than half of their support from you.)

Total
100%

- 17 A. None
- 2 B. One
- 25 C. Two
- 27 D. Three
- 20 E. Four
- 2 F. Five
- 5 H. Six or more
- 2 I. No response

Q 9. What are your Navy career plans now?

Total
100%

- 68 A. I plan to remain on active duty until eligible for retirement
- 5 B. I plan to reenlist or extend at least one or more times
- 15 C. I am undecided about my career plans
- 10 D. I plan to leave when I complete my current service obligation (or extension)
- 2 E. No response

Q10. Which of the following statements best describes the reason for your Navy career decision?

Total
100%

- 5 A. Personal treatment you have received in the Navy
- 5 B. Personal treatment you expect or anticipate receiving in the Navy
- 12 C. Conditions of naval service you have experienced
- 8 D. Conditions of naval service you expect or anticipate receiving
- 63 E. Occupational/educational considerations
- 5 F. Personal and/or family considerations
- 2 H. No response

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q11. What are your feelings toward Navy life in general?

Total
100%

- 27 A. Very satisfied
- 47 B. Satisfied
- 22 C. About 50-50
- 2 D. Dissatisfied
- E. Very dissatisfied
- 2 F. No response

Q12. Has your attitude toward Navy life in general changed since you completed ADCOP?

Total
100%

- 17 A. My attitude is much more favorable
- 29 B. My attitude is slightly more favorable
- 34 C. My attitude has not changed
- 17 D. My attitude is slightly less favorable
- E. My attitude is much less favorable
- 3 F. No response

Q13. When did you begin classes under ADCOP?

Total
100%

- 98 A. Fall, 1966
- B. Fall, 1967
- 2 C. No response

Q14. When did you complete ADCOP?

Total
100%

- 98 A. January 1968
- B. June 1968
- 2 C. No response

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q15. What was your class standing (this is your entire class; not just ADCOP peers) when you graduated from junior college?

Total
100%

34 A. Upper 10%
29 B. Upper 25%
15 C. Upper 50%
-- D. Lower 50%
20 E. Don't know
2 F. No response

Q16. How helpful was your formal Navy schooling (A, B, and C schools) in preparation for ADCOP?

Total
100%

-- A. I received no formal Navy training prior to attending junior college
20 B. It was very helpful in that it was directly related to the AA/AS course of study
61 C. It was helpful although it was not directly related to my AA/AS course of study
17 D. It was of little value
2 E. No response

Q17. Have your academic aspirations risen since completion of ADCOP?

Total
100%

83 A. Yes
15 B. No
2 C. No response

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q18. What is the highest level of education you hope to complete, either in or out of the Navy?

Total
100%

- 5 A. Two years of college with associate degree/certificate
- B. More than two years of college, but not complete B.A. (or equivalent)
- 44 C. College degree (B.S., B.A. or equivalent)
- 17 D. Graduate work beyond a bachelor's degree
- 15 E. Master's degree
- 5 F. Graduate work beyond a master's degree
- 2 H. Professional degree (Medical, Law, etc.)
- 2 I. Doctoral degree
- 8 J. Undecided
- 2 K. No response

Q19. What is the highest level of education you hope to complete while in the Navy?

Total
100%

- 5 A. Two years of college, with associate degree/certificate
- 24 B. More than two years of college, but not complete B.A. (or equivalent)
- 32 C. College degree (B.S., B.A. or equivalent)
- 32 D. Graduate work beyond a bachelor's degree
- 5 E. Master's degree
- 2 F. Undecided

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

DESCRIBE YOUR PARTICIPATION IN EACH OF THE EDUCATIONAL ASSISTANCE PROGRAMS LISTED BELOW. PLACE AN "X" IN EACH BOX THAT APPLIES. IF BOX IS NOT APPROPRIATE, LEAVE BLANK.

A	B	C	
<u>Enrolled in</u> <u>the Past</u>	<u>Presently</u> <u>Enrolled</u>	<u>Plan to</u> <u>Enroll</u>	
*	*	*	
4	--	--	20. USAFI High School Level Correspondence Course
7	3	20	21. USAFI College Level Correspondence Course
--	1	8	22. USAFI Foreign Language Correspondence Course
1	--	17	23. V. A. Cold War G. I. Bill
3	9	15	24. Tuition Aid Courses
1	--	2	25. Group Study Education Program (on base)
--	--	5	26. Program for Afloat College Education (PACE), formerly Polaris University
--	1	--	27. Other if applicable (Please Specify)

*Absolute numbers, not percentages

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

INDICATE THE EFFECTIVENESS OF YOUR ADCOP EDUCATION IN THE AREAS
LISTED BELOW. PLACE AN "X" IN THE BOX THAT BEST APPLIES.

<u>Total</u>	<u>Very Beneficial</u>	<u>Beneficial</u>	<u>Of Little Value</u>	
100%	7	61	32	28. Technical Performance on Job
100%	24	56	20	29. Leadership Ability
100%	27	58	15	30. Adaptability (ability to get along and work with others)
100%	24	52	24	31. Prestige Among Family and Social Acquaintances
100%	15	73	12	32. Prestige at Work (among supervisors and fellow workers)
100%	76	24	--	33. Communication Skills (reading, writing and/or speaking)

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q34. Did you have difficulty readjusting to military life after having been a full-time student?

Total
100%

- 88 A. I made the adjustment easily
- 5 B. I made the adjustment slowly
- 7 C. I haven't completely made the adjustment

Q35. In general, how did the cost of living at your ADCOP school compare with the cost of living at your most recent shore duty station prior to ADCOP?

Total
100%

- 59 A. More expensive
- 34 B. About the same
- 7 C. Less expensive

Q36. What is your opinion of the housing facilities in the area where you attended ADCOP school?

Total
100%

- 24 A. Very adequate
- 56 B. Adequate
- 17 C. Inadequate
- 3 D. Very inadequate

Q37. The minimum and maximum age limits for ADCOP entrants are presently 25 and 40 respectively. What do you think the age limits should be?

Minimum Age	25	56%	Maximum Age	40	67%
Range	20-28	44%	Range	32-No Limit	33%

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q38. Do you think ADCOP should be offered to 3rd Class Petty Officers?

Total
100%

17 A. Yes

83 B. No

Please explain your answer

Q39. Do you think ADCOP should be closed to E8's and E9's?

Total
100%

17 A. Yes

83 B. No

Please explain your answer

Q40. Has ADCOP affected your anticipated normal Sea/Shore rotation?

Total
100%

32 A. Yes

68 B. No

Explain

Q41. Do you think a higher standard of performance on the job is expected of you because you have an Associate Degree?

Total
100%

51 A. Yes

15 B. No

34 C. Don't know

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q42. Do you believe a higher standard of performance on the job should be expected of you because you have an Associate Degree?

Total
100%

66 A. Yes
22 B. No
12 C. No opinion

Q43. Since you have been in this command, how many of your shipmates have asked you for information about ADCOP?

Total
100%

2 A. None
35 B. A few
63 C. Many

Q44. Have any of your superiors asked you about ADCOP since you have been in this command?

Total
100%

78 A. Yes
22 B. No

Q45. Do you think you received preference on this duty assignment because of ADCOP?

Total
100%

15 A. Yes
76 B. No
9 C. Don't know

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q46. What effect do you think your attending ADCOP will have on your advancement potential compared to if you had not gone to ADCOP?

Total
100%

- 49 A. Will be a great advantage
- 39 B. Will be a slight advantage
- 8 C. No effect
- D. Will be a slight disadvantage
- 2 E. Will be a great disadvantage
- 2 F. Don't know

Q47. What effect do you think your AA/AS degree will have on your selection for Warrant or Limited Duty Officer?

Total
100%

- 17 A. I have already been selected for Warrant or Limited Duty Officer Programs
- 17 B. I am not interested in participating in Warrant or Limited Duty Officer Programs
- 61 C. It will be beneficial
- 5 D. It will not have an effect on my chances for selection
- E. It will be a disadvantage

Q48. Has successful completion of ADCOP increased your rank aspirations?

Total
100%

- 61 A. Yes
- 39 B. No

TABLE 2 (Continued)

PERCENTAGE DISTRIBUTION OF RESPONSES
TO POST QUESTIONNAIRE

Q49. What is the highest grade you would like to attain while on active duty?

Total
100%

--	A.	Petty Officer, second class
--	B.	Petty Officer, first class
2	C.	Chief Petty Officer
2	D.	Senior Chief Petty Officer
20	E.	Master Chief Petty Officer
27	F.	Warrant Officer
49	H.	Commissioned Officer

DISTRIBUTION

BUPERS (20)
CNO (OP-07TL)
CNO (OP-09D)
CNO (OP-964)
DDC (20)
NAVPERSTRARSCHLABSDIEGO (10)
NAVSUBMEDCEN
NRL Code 2029
OASD (M&RA) (MPP)
SECNAV (M&RA)

UNCLASSIFIED

Security Classification

DOCUMENT CONTROL DATA - R & D

(Security classification of title, body of abstract and indexing annotation must be entered when the overall report is classified)

1. ORIGINATING ACTIVITY (Corporate author) Naval Personnel Research and Development Laboratory Motivational and Survey Research Division Washington Navy Yard, Washington, D. C. 20390		2a. REPORT SECURITY CLASSIFICATION UNCLASSIFIED	
		2b. GROUP N.A.	
3. REPORT TITLE An Appraisal of the Associate Degree Completion Program by Its Graduates			
4. DESCRIPTIVE NOTES (Type of report and, inclusive dates) Fourth of a Series			
5. AUTHOR(S) (First name, middle initial, last name) Tressie W. Muldrow			
6. REPORT DATE October 1969		7a. TOTAL NO. OF PAGES 31	7b. NO. OF REFS 3
8a. CONTRACT OR GRANT NO. N.A.		9a. ORIGINATOR'S REPORT NUMBER(S) WSR 70-2	
b. PROJECT NO. N.A.			
c. N.A.		9b. OTHER REPORT NO(S) (Any other numbers that may be assigned this report)	
d. N.A.		N.A.	
10. DISTRIBUTION STATEMENT This document is subject to special export controls and each transmittal to foreign governments or foreign nationals may be made only with prior approval of the Naval Personnel Research and Development Laboratory.			
11. SUPPLEMENTARY NOTES N.A.		12. SPONSORING MILITARY ACTIVITY Bureau of Naval Personnel Washington, D. C. 20370	
13. ABSTRACT This report reveals the results of a study on the attitudes, opinions and experiences of the first group of ADCOP graduates six months after their return to the fleet. Survey questionnaires were mailed to the 41 men who comprised ADCOP's first graduating class. Questions dealt with background information, career motivation and opinions of the program. Findings show that the majority of the graduates felt their ADCOP education was of benefit to them in areas related to their job, social and family life. They perceived the greatest benefit to be in the area of improved communication skills. The majority of the graduates indicated they plan to remain on active duty until eligible for retirement, would like to attain Warrant or Commissioned Officer status, and hope to complete requirements for at least a bachelor's degree before leaving active duty. The students generally praised the program highly.			

UNCLASSIFIED

Security Classification

14.

KEY WORDS

LINK A

LINK B

LINK C

ROLE

WT

ROLE

WT

ROLE

WT

Associate Degree Completion Program
Career Motivation
Enlisted Men
Six Months After Graduation